

# **Headquarters U.S. Air Force**

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**I n t e g r i t y - S e r v i c e - E x c e l l e n c e**

## **First Sergeant Update**



**SMSgt Chris  
Anthony  
First Sergeant Special Duty  
Manager (AF/CCC)**

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# Overview

- **Current Manning**
- **Manning History**
- **FSA Training History**
- **MAJCOM Recruiting Goal Progress**
- **MSgt 1<sup>st</sup> Sgt Demographics**
- **MSgt Demographics**
- **1<sup>st</sup> Sgt Central Selection**
- **1<sup>st</sup> Sgt Experience Demographics**



# *Manning History*

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<b>Date</b>	<b>CMSgt</b>	<b>SMSgt</b>	<b>MSgt</b>
<b>Total</b>			
<b>May 00</b>	<b>110%</b>	<b>142%</b>	<b>85%</b>
<b>July 00</b>	<b>105%</b>	<b>141%</b>	<b>85%</b>
<b>Sep 00</b>	<b>108%</b>	<b>139%</b>	<b>84%</b>
<b>Nov 00</b>	<b>106%</b>	<b>145%</b>	<b>82%</b>
<b>Apr 01</b>	<b>104%</b>	<b>148%</b>	<b>82%</b>
<b>Dec 01</b>	<b>104%</b>	<b>140%</b>	<b>77%</b>
<b>Jun 02</b>	<b>114%</b>	<b>139%</b>	<b>80%</b>
<b>Nov 02</b>	<b>127%</b>	<b>144%</b>	<b>80%</b>
<b>Mar 03</b>	<b>134%</b>	<b>133%</b>	<b>78%</b>
<b>Jun 03</b>	<b>140%</b>	<b>135%</b>	<b>78%</b>



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# ***First Sergeant Academy Training History***

<b>Year</b>	<b>Students Trained</b>
<b>1998</b>	<b>249</b>
<b>1999</b>	<b>251</b>
<b>2000</b>	<b>192</b>
<b>2001</b>	<b>202</b>
<b>2002</b>	<b>212</b>
<b>2003</b>	<b>175</b>
<b>Annual TPR of 300</b>	



# ***First Sergeant Academy***

## ***Training History***

## ■ Where Students Came From

## **FY02      FY03**

ACC - 67 ACC - 51

AETC - 35 AETC - 38

AFSPC - 18 AFSPC - 14

PACAF - 14 PACAF - 23

AFMC - 11 AFMC - 6

AFSOC - 4      AFSOC - 3

AIA - 2 AIA - 2

**USAFF = 2**

**OTHER - 4**      **OTHER - 8**



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# **MAJCOM Recruiting Goal Progress Through Oct 03**

<b>MAJCOM</b>	<b>6 Class Goal</b>		<b>Status</b>	<b>Empty Seats</b>
<b>ACC</b>	<b>109</b>	<b>35</b>		<b>19</b>
<b>AETC42</b>	<b>13</b>	<b>8</b>		
<b>PACAF</b>	<b>31</b>		<b>10</b>	<b>5</b>
<b>AMC</b> <b>63</b>	<b>10</b>			<b>21</b>
<b>AFSPC</b>	<b>21</b>		<b>8</b>	<b>2</b>
<b>USAFE</b>	<b>31</b>		<b>10</b>	<b>5</b>
<b>AFMC</b>	<b>21</b>		<b>5</b>	<b>5</b>
<b>AFSOC</b>	<b>14</b>		<b>2</b>	<b>5</b>
<b>AIA</b> <b>14</b>		<b>1</b>	<b>6</b>	
<b>OTHER</b>	<b>0</b>		<b>5</b>	<b>0</b>
<b>Total</b>	<b>346</b>	<b>99</b>		<b>76</b>



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# ***MAJCOM Recruiting Goal Progress Through Oct 03***

<b>Grade</b>	<b>Current</b>	<b>Dec</b>
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<b>CMSgt</b>	<b>135%</b>	<b>142%</b>
<b>SMSgt</b>	<b>130%</b>	<b>129%</b>
<b>MSgt</b>	<b>76%</b>	<b>74%*</b>
<b>Total</b>	<b>89%</b>	<b>91%**</b>

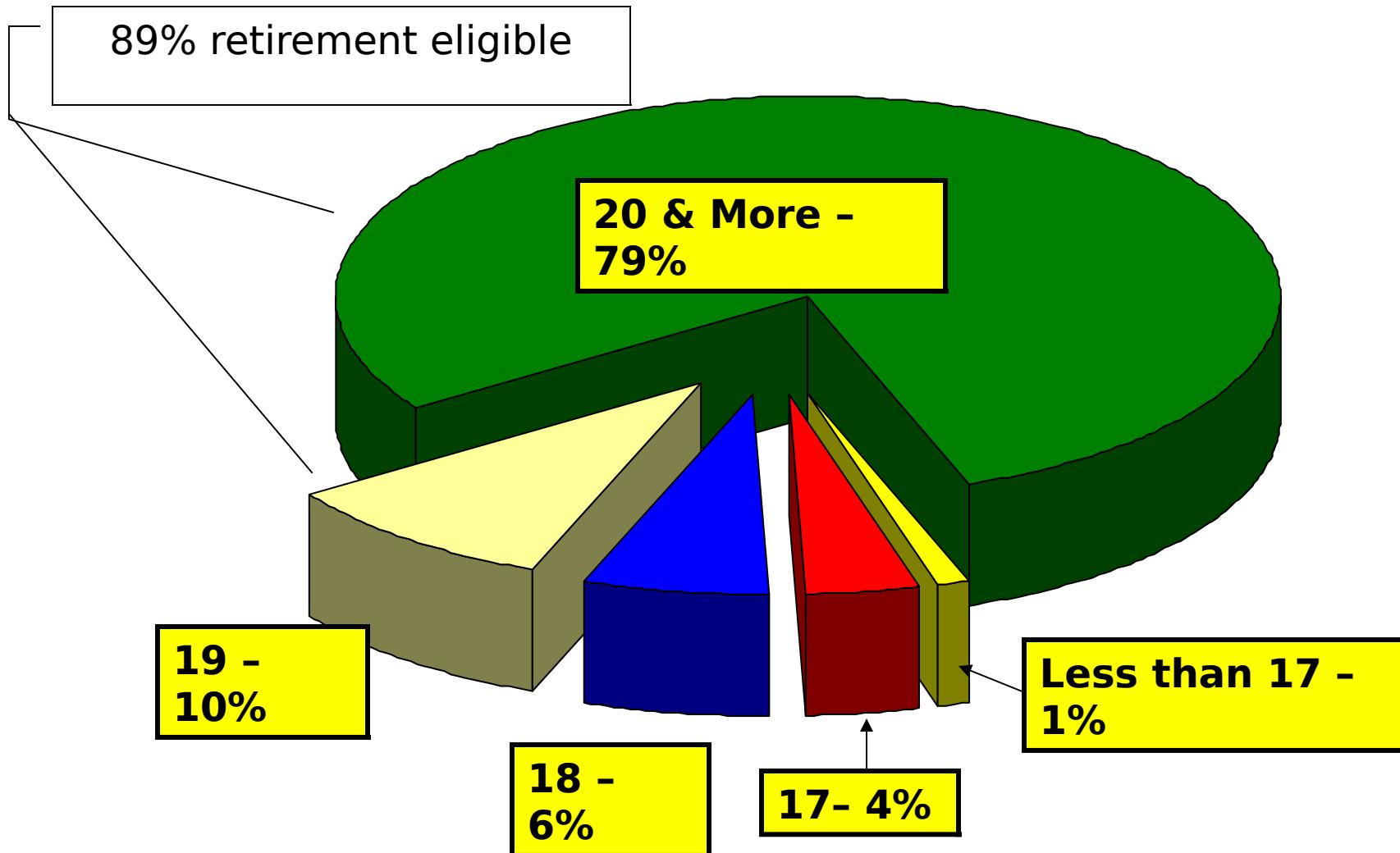
**\* Would have been 82% if goal were met**

**\*\* Would have been 97% if goal were met**



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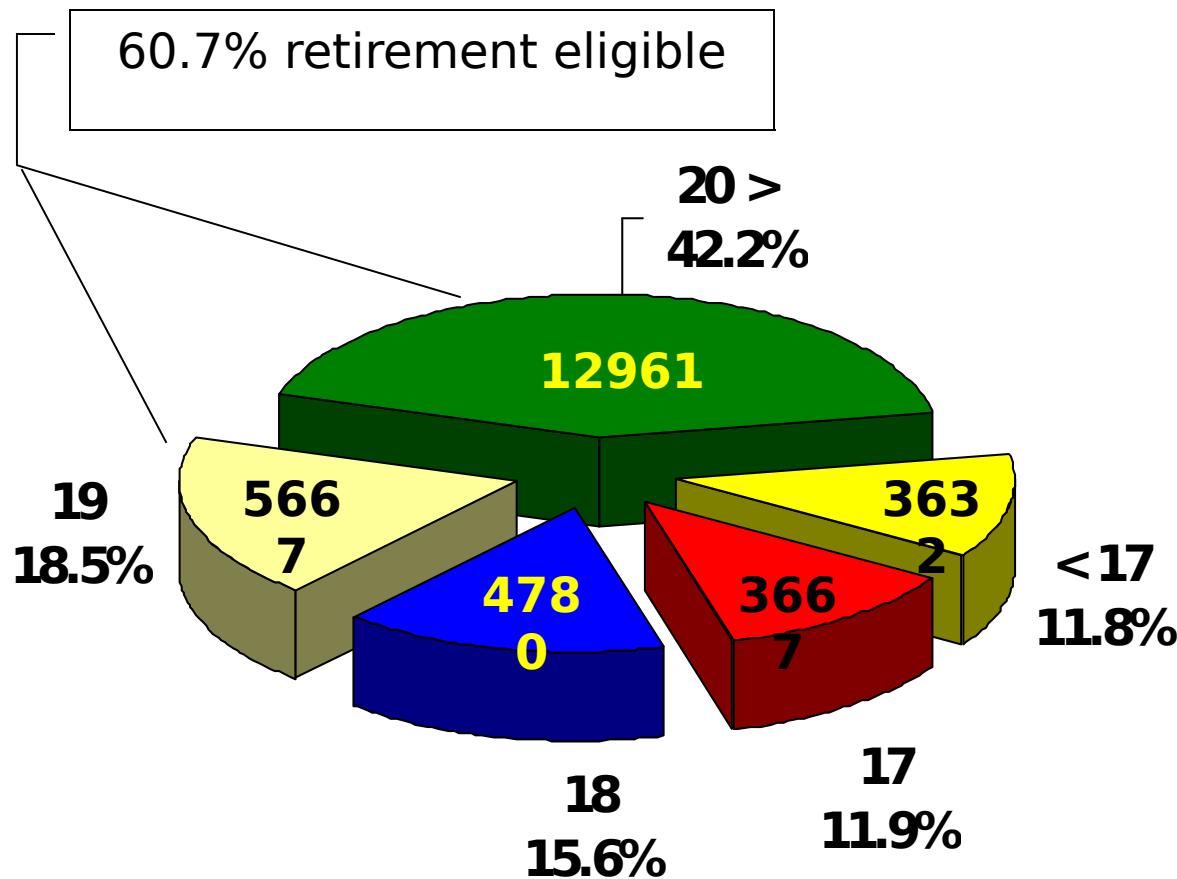
# MSgt 1<sup>st</sup> Sgt Demographics





# AF MSgt Demographics

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# ***First Sergeant Central Selection Process***

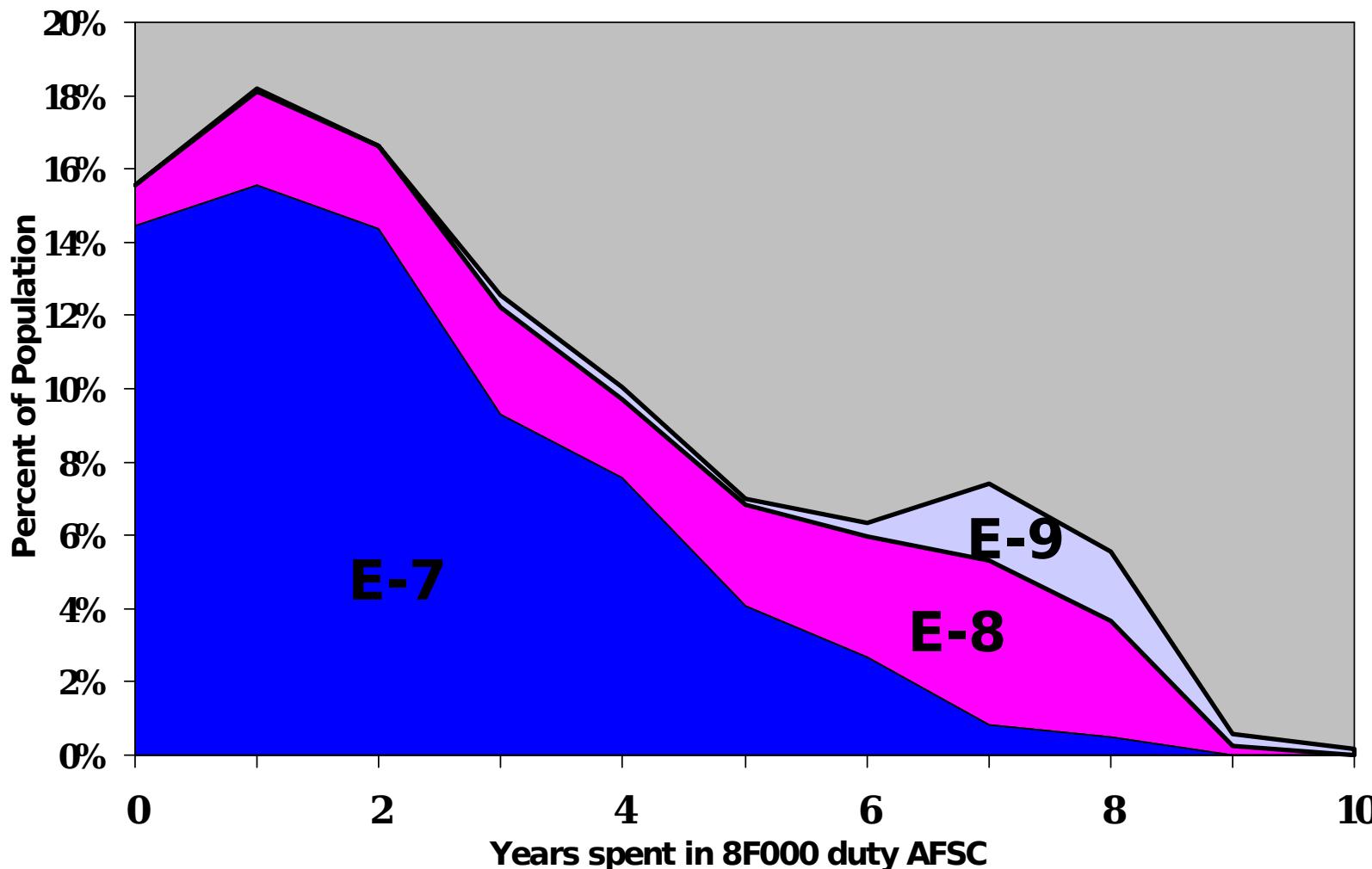
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- **Fill vacancies left by volunteer program**
  - Dual track system - Voluntary & Central Selection
- **Man first sergeants at 100%**
- **Balance grades**
- **Promote a culture where first sergeant duty is highly sought after**
- **Bring in younger E-7s**



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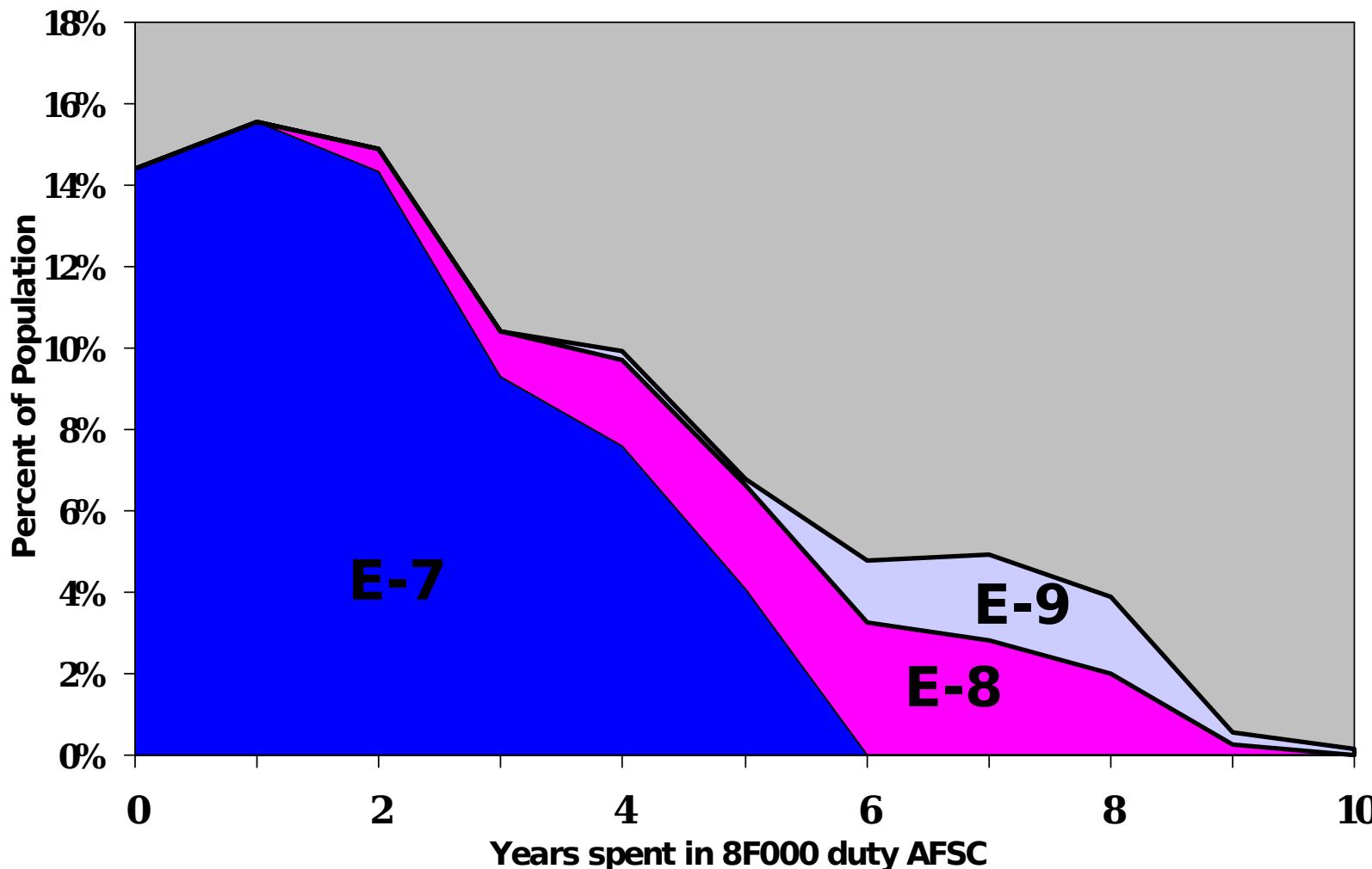
# First Sergeant Demographics





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# Desired First Sergeant Demographics





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# *First Sergeant Central Selection Process*

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**Maybe we can't "non-vol" leadership, but we can assign proven leaders where we need them. We do it everyday!**



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# ***Questions?***